

Jordan School District
Performance-based Compensation Plan
2008-09

Elements of the Performance Pay Plan

Eligibility: All District Employees, employed on an FTE basis are eligible to receive Performance Pay based on the three elements and criteria outlined in the plan, provided that:

- The employee is hired prior to October 1, 2008
- The employee is not serving a formal probation on April 30, 2009
- The employee is not terminated or the subject of a contract non-renewal or resignation prior to April 30, 2009.

Amount: The amount of Performance Pay available is up to \$1000 per FTE based on the employee earning up to 100 points. (This amount may increase or decrease commensurate with state funding under 53A-17a-148.) The actual amount earned will be based on the number of points earned according to the elements of this plan and shall be pro-rated based upon the FTE designation of the employee.

Criteria: High Performance as described in the plan is based on three elements:

- Successful Job Performance Evaluations – Jordan Performance Appraisal System (JPAS), Jordan Administrative Evaluation System (JAES), and Jordan Classified Evaluation System (JCES) 30%
- Typical/Superior/Exemplary and/or Improved Indicators of School Quality (ISQ) 40%
- Acceptable or Improved Performance on the Utah Performance Assessment System for Students (U-PASS) 30%

Successful Job Performance Evaluations

The foundation of any Performance Pay plan is the definition of minimum standards all employees must meet in order to be considered successful. In Jordan School District, each class of employees, Certificated, Classified or Administrative, has a performance evaluation (JPAS, JCES, JAES) where these standards are judged to have either been successfully met or not.

Each employee group is rated appropriately based on their job requirements. This guideline will define the minimum standard each eligible employee must meet to receive the performance incentive of 30 points in this category. Each eligible employee may earn additional points as outlined under the two other school level performance categories.

Classified Employees

For employees with an FTE less than .50, they will not receive the 30 points in this performance category if their "Assistants-Employment Review/Status" form is received in Human Resources by April 30, 2009, and under section 1, the rating of "Work is unsatisfactory and employment will not be continued" is marked. If the form is not received in Human Resources by the due date or if any other rating level is received, they will be eligible for the full 30 points.

For employees who are considered contracted or benefit eligible, their performance will be calculated based on the most recent JCES performance evaluation entered in the system as of April 30, 2009. Each evaluation is divided into several specific performance items. On average, 10 ratings are specific to the employee's position with an additional six ratings common among all positions. All evaluations will be given an average score based on all ratings that are applicable to the person. Any average rating lower than 2.5 will receive zero points toward this performance category and will be ineligible for any merit pay under this plan. Any rating equal to or higher than 2.5 will receive the full 30 points.

Certificated/Administrative

For the purpose of Performance Pay for certificated and administrative employees, any eligible employee whose most current total evaluation score as of April 30, 2009, falls within the "Met Standard" range will receive 30 points under this performance category. Any eligible certificated employee whose most current total evaluation score falls within the "Does not meet standard" range will be ineligible for any Performance Pay under this plan.

Typical/Superior/Exemplary and/or Improved Indicators of School Quality

Indicators of School Quality (ISQ) is a survey instrument developed by the Center for the School of the Future at Utah State University which collects data from parents, students, teachers and staff about the overall quality of a school environment. Results of this survey show the level of satisfaction each group feels for the requested indicator. This instrument was administered on a district-wide basis during the 2007 – 2008 school year, which will provide a baseline measurement for this plan. The ISQ will be administered again in March, 2009, and will provide comparative progress data year over year. Within the instrument there are seven indicators which evaluate the current status of the school. This plan focuses on survey results from parents and students.

This portion of the plan will award points to employees on a school-wide basis. A maximum of 40 points will be awarded in this portion of the plan as described below.

ISQ Calculation (40 Pts. Max.)

- **STARTING POINT:** Each elementary school begins with 20 pts (50% of the ISQ Performance points). Each secondary school begins with 24 pts. (60% of the ISQ performance points). Each school may receive an increase (or decrease) to the beginning ISQ performance points based on parent and student ISQ Survey results.
- **STATUS:** From the seven global domains table on the most current ISQ Status Report, the beginning points will be raised 2 pts. (5%) for each "Superior" (green) or "Exemplary" (purple) student domain rating and lowered 2 pts. (5%) for each "Opportunity to Improve" (red) student domain rating. The beginning points will also be raised 4 pts. (10%) for each "Superior" (green) or "Exemplary" (purple) parent domain rating and lowered 4 pts. (10%) for each "Opportunity to Improve" (red) parent domain rating.
- **PROGRESS:** From the seven global domains table on the most current ISQ Progress Report, an additional 2 pts (5%) will be added for each current student domain rating that improved over the previous survey's student domain rating. An additional 4 pts. (10%) will be added for each current parent domain rating that

improved over the previous parent domain rating.

- **CALCULATION EXAMPLE:** For example, if six student domain indicators of an elementary school are “Superior” (6 indicators x 2 pts. = 12 pts.) and one student domain indicator is rated “Opportunity to Improve” (1 indicator x -2 pts = -2 pts.), the elementary school’s points would be (20 pts. + 12 pts. - 2 pts. = 30 pts.)

ISQ Performance Points	Points ELEMENTARY	Points SECONDARY
Base	20	24
Parent Status - Exemplary, Superior rating	4	4
Student Status - Exemplary, Superior rating	2	2
Parent Progress – Year to year improvement to higher performance category	4	4
Student Progress - Year to year improvement to higher performance category	2	2
Needs Improvement Rating (Opportunity to Improve)	-2	-2
Maximum ISQ Points:	40	40

U-PASS Performance (30 Pts. Max.)

Up to 30 maximum U-PASS performance points will be awarded to schools based on the school’s performance on the most recently available U-PASS School Performance Report.

STARTING POINT: Initially, schools will be awarded 6 pts. (20% of the available U-PASS pts.) for participating in the U-PASS School Performance process.

ACHIEVED THE STATE LEVEL OF PROFICIENCY: If the school met the “State Level of Proficiency”, an additional 15 pts. (50% of the available U-PASS pts.) will be added.

WHOLE SCHOOL PROFICIENCY: If the school achieved “Whole School Proficiency”, 3 pts. (10% of the available U-PASS pts.) will be added.

SUBGROUP PROFICIENCY: If the school achieved “Subgroup Proficiency”, 3 pts. (10% of the available U-PASS pts.) will be added.

WHOLE SCHOOL PROGRESS: If the school achieved “Whole School Progress”, 3 pts. (10% of the available U-PASS pts.) will be added.

SUBGROUP PROGRESS: If the school achieved “Subgroup Progress”, 3 pts. (10% of the available U-PASS pts.) will be added.

CALCULATION EXAMPLE: If a school met the “State Level of Performance” by achieving “Whole School Proficiency” and “Subgroup Progress”, the school’s total U-PASS performance points would be as follows: 6 pts (participation) + 15 pts. (meeting State Level of Performance) + 3 pts. (achieving Whole School Proficiency) + 3 pts (achieving Subgroup Progress) = 27 total pts.

U-PASS Performance Points	Points
Participation in the U-PASS School Evaluation Process	6 pts.
School “ Achieved the State Level of Performance ”	15 pts.
School achieved “ Whole School Proficiency ”	3 pts.
School achieved “ Subgroup Proficiency ”	3 pts.
School achieved “ Whole School Progress ”	3 pts.
School achieved “ Subgroup Progress ”	3 pts.
Maximum U-PASS Performance Points Available	30 pts.

Itinerant Employees and/or those not housed within a school building

An itinerant employee, i.e. one working in more than one school location, shall be awarded Performance Pay based upon the performance of the employee’s home school as designated by the district for payroll purposes. An employee who is not designated for payroll purposes to a particular school shall be awarded Performance Pay based upon the district average.